



File Code: 5100
Route To:

Date: February 25, 2000

Subject: Call for Workforce Diversity Project Proposals

To: Regional Foresters and Area Director

Reply Due May 15, 2000

Fire and Aviation Management in the Washington Office has reserved \$500,000 in funding for Workforce Diversity Projects. The intent of these dollars will be to help Regions fund projects that will increase diversity and skill levels in the Fire and Aviation workforce. Please submit proposals for the FY 2001 round of Workforce Diversity projects by May 15. The proposals should be based on a 3-year cycle and fall within one of the four established categories: Outreach, Recruitment, Development, and Training. Projects should be submitted in priority order for the Region. ←

Analysis of the last ten years of approved proposals indicates that about 88 percent of the funding has gone in support of Development and Training projects. Discussion at the recent Fire Management Officers Conference indicated that increased efforts in recruitment and outreach will be important in meeting the challenge of a changing workforce. You are encouraged to look for opportunities in all categories.

The guidelines for projects as established in the "Workforce Diversity Report, A Model for the Future" (see attached) remain valid and are being used as the basis when developing projects. Areas of emphasis within the guidelines are:

- 1) The project should contribute to diversity in jobs and areas where women and/or minorities are under represented.
- 2) The project should build on partnerships and/or cost share as a way to leverage limited dollars and resources.
- 3) The project or position should be transitional. The end result of the diversity funding should be to institutionalize diversity within the F&AM program. ←

Document the transitional nature of the multi-year projects. If you submit a project that will cover FY 2001-2003, note the length of time the person is expected to occupy the position. Diversity projects should not fund one person for extended lengths of time beyond the training period.

If you have any questions on proposals or this request, please contact Janet Anderson-Tyler (janderson03@fs.fed.us) at (202) 205-1494.

